

CATALOGUE NO. 6354.0

EMBARGOED UNTIL 11.30 A.M. 1 APRIL 1993

JOB VACANCIES AND OVERTIME, AUSTRALIA, FEBRUARY 1993

SUMMARY OF FINDINGS

	19 Feb. 1993	20 Nov 1992	21 Feb. 1992	% Change	
				Quarterly	Annual
— '000 —					
Job Vacancies					
Seasonally adjusted	28.9	30.2	26.6	-4.4	8.3
Original	29.8	29.2	27.6	2.1	8.1
— Hours —					
Overtime - Seasonally Adjusted					
Per employee	1.16	1.13	1.12	3.0	3.8
Per employee working overtime	7.29	7.09	6.95	2.9	5.0
— per cent —					
Proportion of employees working overtime	15.98	15.89	16.15	0.6	-1.1

Job Vacancies

The estimated number of vacancies at 19 February 1993 on a seasonally adjusted basis was 28,900, a 4.4 per cent decrease from November 1992 but an increase of 8.3 per cent from February 1992.

In original terms, there were 29,800 vacancies in February 1993, an increase of 2.1 per cent from November 1992. Private sector vacancies were estimated at 23,000 in February 1993, a rise of 4.5 per cent from November 1992. Public sector vacancies fell by 5.2 per cent to 6,800 over the same period. None of the

movements at the national level were statistically significant.

In the twelve month period to February 1993:

- vacancies in the private sector increased by 20.6 per cent.
- public sector vacancies declined by 19.9 per cent.

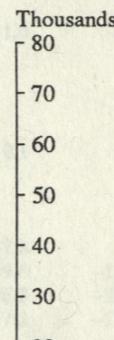
The *Job vacancy rate* (the number of vacancies as a percentage of the total number of employees and vacancies) for Australia rose slightly to 0.51 per cent in February 1993 from 0.49 per cent in November 1992. There was an increase of 9.4 per cent during the twelve months to February 1993.

Overtime

On a seasonally adjusted basis for February 1993:

- *Average weekly overtime hours per employee* was 1.16, up slightly from 1.13 in November 1992. On an annual basis there has been an increase of 3.8 per cent, from 1.12 hours per week in February 1992.
- *Average weekly overtime hours per employee working overtime* was estimated at 7.29 hours, an increase of 2.9 per cent from November 1992 and an increase of 5.0 per cent from February 1992.
- *The proportion of employees working overtime* in February 1993 was 15.98 per cent, up slightly on November 1992. On an annual basis there has been a small decrease (1.1%).

JOB VACANCIES, AUSTRALIA



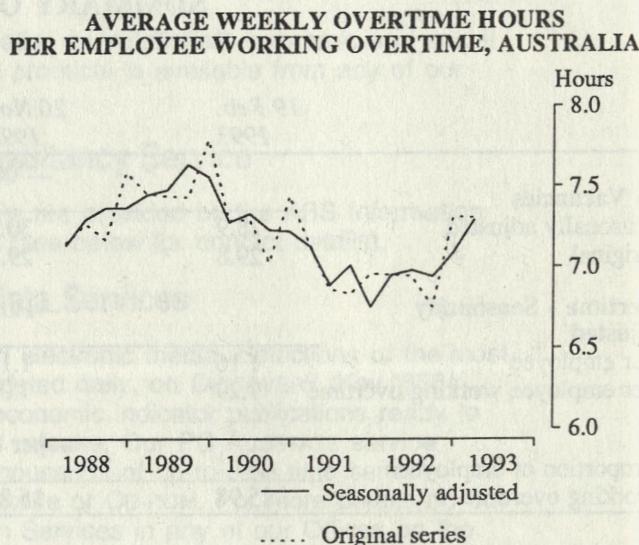
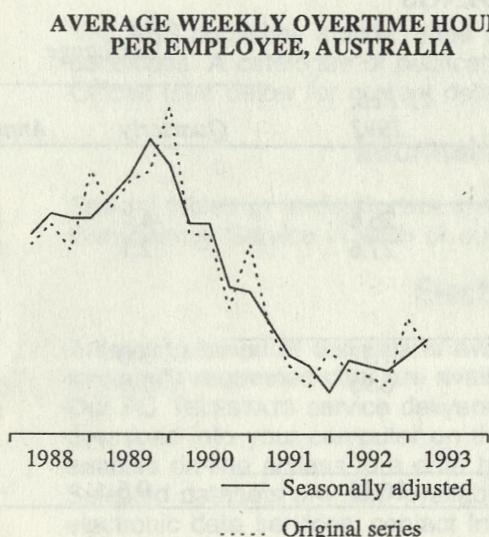
— Seasonally adjusted
.... Original series

INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Ann Soutar on Perth (09) 323 5304 or Ben Isaacs on Canberra (06) 252 5946.
- for information about other ABS statistics and services please refer to the back page of this publication.

In original terms for February 1993 *Average weekly overtime hours per employee* was 1.14 hours, a decrease of 0.06 hours or 4.8 per cent compared with November 1992. Decreases were recorded for all States and Territories with the exception of Tasmania (up 3.8%) and New South Wales (up 1.0%). Statistically significant movements were recorded in Queensland (down 11.3 % to 0.98 hours) and the Northern Territory (down 25.1% to 1.05 hours).

Average weekly overtime hours per employee working overtime in February 1993 was 7.30 hours, almost unchanged from November 1992. Statistically significant movements were recorded in Western Australia (down 10.9 % to 7.19 hours) and the Northern Territory (down 19.0% to 6.44 hours).



NOTE: The statistics of Job Vacancies and Overtime are compiled from data obtained from a sample survey of employees. Refer to paragraph 2 of the Explanatory Notes (page 9) for information regarding the sampling frame used by this survey.

IAN CASTLES
Australian Statistician

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	Original series								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
PRIVATE SECTOR									
— '000 —									
<i>1991—</i>									
15 November	4.6	* 4.3	* 3.4	* 1.2	* 1.7	0.4	* 0.3	* 0.4	16.3
<i>1992—</i>									
21 February	7.4	5.4	* 3.7	* 1.0	* 0.7	* 0.3	* 0.3	* 0.2	19.1
15 May	3.4	* 3.9	* 3.6	1.0	* 2.6	* 0.3	* 0.1	* 0.5	15.6
21 August	6.5	5.3	3.6	1.1	* 2.4	* 0.4	* 0.4	* 0.3	20.1
20 November	8.1	4.8	* 4.0	1.1	* 2.6	* 0.3	* 0.6	* 0.5	22.0
<i>1993—</i>									
19 February	7.7	6.3	* 3.5	* 1.2	* 3.7	0.2	* 0.1	0.3	23.0
<i>Standard errors(a)</i>									
<i>1993—</i>									
February									
Level	1.8	1.4	1.0	0.5	1.2	0.0	0.0	0.1	2.8
<i>Change (quarterly)</i>									
<i>1992—</i>									
February	61.9	25.5	8.8	-21.8	-58.2	-5.2	-18.3	-40.2	16.8
May	-54.4	-27.5	-1.1	7.1	272.6	-9.1	-51.2	112.2	-18.3
August	92.0	35.3	-0.1	9.8	-10.0	33.4	222.6	-38.3	29.3
November	25.2	-9.3	9.3	-1.2	9.9	-32.1	27.4	55.9	9.3
<i>1993—</i>									
February	-6.0	30.1	-10.4	6.3	40.5	-19.2	-73.8	-45.4	4.5
<i>Change (annual)</i>									
<i>1993—</i>									
February	3.1	15.7	-3.3	23.5	417.9	-33.5	-47.4	11.5	20.6
PUBLIC SECTOR									
— '000 —									
<i>1991—</i>									
15 November	3.2	0.9	1.5	* 0.8	0.6	0.3	0.1	1.2	8.6
<i>1992—</i>									
21 February	3.2	1.2	1.6	* 0.5	0.6	0.3	0.1	0.9	8.5
15 May	3.1	1.8	1.4	* 0.4	0.6	0.3	0.2	0.8	8.7
21 August	2.8	1.2	1.0	* 0.7	0.8	0.3	0.1	1.0	7.9
20 November	2.4	1.0	0.9	* 0.8	0.7	0.3	0.1	1.1	7.2
<i>1993—</i>									
19 February	2.4	1.0	1.3	0.2	0.6	0.2	* 0.4	0.8	6.8
<i>Standard errors(a)</i>									
<i>1993—</i>									
February									
Level	0.1	0.1	0.2	0.0	0.1	0.0	0.2	0.1	0.4
<i>Change (quarterly)</i>									
<i>1992—</i>									
February	-0.2	37.8	8.8	-36.7	14.3	0.6	-24.2	-24.6	-1.0
May	-3.1	49.6	-12.4	-22.6	-6.9	16.1	170.1	-12.7	2.5
August	-10.6	-36.3	-32.9	85.0	33.9	-2.2	-36.7	22.4	-9.5
November	-12.0	-17.2	-11.5	2.7	-17.7	0.3	1.6	5.3	-9.0
<i>1993—</i>									
February	-3.8	6.6	53.1	-74.4	-10.9	-30.5	145.9	-26.8	-5.2
<i>Change (annual)</i>									
<i>1993—</i>									
February	-26.6	-15.8	-20.4	-62.3	-8.6	-20.8	327.2	-17.6	-19.9

See footnotes at end of table.

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES—*continued*

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Original series		Seasonally adjusted series							
									TOTAL									
	— '000 —																	
<i>1991—</i>																		
15 November	7.8	5.2	4.9	* 2.1	2.3	0.6	* 0.5	1.6	24.9	25.8								
<i>1992—</i>																		
21 February	10.6	6.7	5.3	1.5	1.4	0.6	* 0.4	1.2	27.6	26.6								
15 May	6.5	5.8	5.1	1.4	3.2	0.6	0.4	1.3	24.3	25.4								
21 August	9.3	6.5	4.6	* 1.9	* 3.2	* 0.7	* 0.6	1.3	28.0	26.8								
20 November	10.6	5.8	4.8	* 1.9	* 3.3	0.6	* 0.7	1.5	29.2	30.2								
<i>1993—</i>																		
19 February	10.0	7.3	4.9	* 1.4	* 4.3	0.4	* 0.5	1.0	29.8	28.9								
<i>Standard errors(a)</i>																		
<i>1993—</i>																		
February																		
Level	1.8	1.4	1.0	0.5	1.2	0.1	0.2	0.1	2.8	(b)								
<i>Change (quarterly)</i>																		
<i>1992—</i>																		
February	36.3	27.6	8.8	-27.8	-40.0	-2.8	-19.8	-28.3	10.7	3.3								
May	-38.9	-13.3	-4.6	-3.3	139.0	1.8	0.8	12.3	-11.9	-4.6								
August	42.9	12.5	-9.4	30.9	-1.8	15.8	59.4	-0.5	15.3	5.6								
November	14.1	-10.7	4.9	0.4	2.9	-18.6	20.9	17.2	4.1	12.5								
<i>1993—</i>																		
February	-5.5	26.2	0.8	-26.4	30.1	-25.0	-27.7	-32.6	2.1	-4.4								
<i>Change (annual)</i>																		
<i>1993—</i>																		
February	-5.9	9.9	-8.5	-6.5	214.0	-28.0	40.6	-11.8	8.1	8.3								

(a) See paragraphs 12 to 16 of the Explanatory Notes. (b) See paragraph 13 of the Explanatory Notes.

**TABLE 2. JOB VACANCY RATES, STATES AND TERRITORIES
(per cent)**

<i>Reference date</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
<i>1991—</i>									
15 November	0.39	0.32	0.53	* 0.42	0.43	0.40	* 0.73	1.38	0.42
<i>1992—</i>									
21 February	0.53	0.41	0.57	* 0.31	0.25	0.41	* 0.63	0.94	0.46
15 May	0.33	0.36	0.56	0.30	0.61	0.41	0.65	1.03	0.42
21 August	0.49	0.41	0.47	* 0.41	* 0.62	* 0.49	* 1.02	1.03	0.49
20 November	0.53	0.35	0.53	* 0.42	0.63	0.37	* 1.18	1.17	0.49
<i>1993—</i>									
19 February	0.51	0.46	0.50	* 0.31	* 0.82	0.29	* 0.85	0.81	0.51
<i>Standard errors(a)</i>									
<i>1993—</i>									
February Level	0.09	0.09	0.10	0.12	0.23	0.04	0.23	0.08	0.05
<i>Change (quarterly)</i>									
<i>1992—</i>									
February	37.1	27.4	7.1	-27.4	-42.7	0.9	-14.1	-32.4	10.2
May	-38.5	-12.1	-1.0	-3.3	144.7	1.0	2.5	10.6	-10.7
August	48.0	14.3	-15.2	39.2	2.1	18.5	57.7	-0.8	17.0
November	8.3	-14.1	11.3	1.8	1.2	-24.7	15.8	14.5	1.9
<i>1993—</i>									
February	-3.8	29.9	-5.7	-26.1	31.1	-21.9	-28.0	-31.0	2.7
<i>Change (annual)</i>									
<i>1993—</i>									
February	-5.2	12.1	-12.0	1.2	231.6	-29.6	34.9	-13.4	9.4

(a) See paragraphs 12 to 16 of the Explanatory Notes.

**TABLE 3. JOB VACANCIES : INDUSTRY, AUSTRALIA
('000)**

<i>Industry</i>	<i>Reference date</i>						<i>Standard error(a)</i>	
	<i>1991</i>		<i>1992</i>		<i>1993</i>			
	<i>15 Nov.</i>	<i>21 Feb.</i>	<i>15 May</i>	<i>21 Aug.</i>	<i>20 Nov.</i>	<i>19 Feb.</i>		
Manufacturing —	* 3.3	2.5	3.3	3.4	4.5	2.6	0.3	
Basic and fabricated metal products, other machinery and equipment, transport equipment	1.0	* 1.0	0.8	1.1	* 2.4	1.1	0.2	
Other manufacturing	* 2.3	1.5	2.5	2.3	2.1	1.5	0.3	
Non-Manufacturing —								
Electricity, gas and water	0.2	0.1	* 0.2	0.1	0.2	0.1	0.0	
Wholesale and retail trade	5.3	4.0	4.4	7.3	4.7	5.9	1.3	
Transport and storage; Communication	* 1.0	* 1.9	* 0.7	0.5	* 1.5	* 0.3	0.1	
Public administration and defence(b)	2.5	2.6	2.3	2.4	2.8	2.4	0.3	
Community services	6.4	8.2	7.6	9.2	5.7	7.9	1.4	
Other(c)	6.2	8.3	5.7	5.1	9.8	10.6	2.1	
Total all industries	24.9	27.6	24.3	28.0	29.2	29.8	2.8	

(a) Relates only to latest level estimate. See paragraphs 12 to 16 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Mining, Construction, Finance, property and business services and Recreation, personal and other services.

TABLE 4. OVERTIME : STATES AND TERRITORIES

Reference period - pay period ending on or before	Original series								Seasonally adjusted series	
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE										
— hours —										
<i>1991—</i> 15 November	1.12	1.13	1.07	0.96	1.57	1.04	1.13	0.99	1.14	1.06
<i>1992—</i> 21 February	1.17	1.02	1.08	0.85	1.41	1.15	1.11	0.76	1.10	1.12
15 May	1.12	1.05	0.99	0.87	1.46	1.00	1.32	1.09	1.09	1.11
21 August	1.13	1.05	0.97	0.88	1.30	0.90	* 1.50	0.73	1.07	1.10
20 November	1.27	1.20	1.11	0.98	1.43	1.02	1.40	0.88	1.20	1.13
<i>1993—</i> 19 February	1.28	1.13	0.98	0.95	1.24	1.06	1.05	0.83	1.14	1.16
<i>Standard errors(a)</i>										
<i>1993—</i> February Level	0.10	0.09	0.07	0.07	0.12	0.08	0.11	0.15	0.04	(b)
<i>Change (quarterly)</i>										
<i>1992—</i>										
February	5.1	-9.6	0.9	-11.8	-10.4	10.7	-1.6	-23.4	-3.0	5.0
May	-5.0	3.0	-8.7	2.5	3.8	-13.5	19.3	43.7	-1.3	-0.9
August	0.9	0.0	-1.5	1.8	-11.0	-9.4	13.6	-33.3	-2.0	-0.5
November	12.8	14.0	13.5	10.8	10.2	13.5	-6.9	20.5	12.9	2.2
<i>1993—</i>										
February	1.0	-5.4	-11.3	-3.3	-13.4	3.8	-25.1	-5.9	-4.8	3.0
<i>Change (annual)</i>										
<i>1993—</i>										
February	9.2	11.1	-9.5	11.8	-11.8	-7.6	-5.5	8.6	3.8	3.8
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME										
— hours —										
<i>1991—</i> 15 November	6.76	7.03	6.26	6.86	8.79	6.77	7.44	6.72	6.96	6.75
<i>1992—</i>										
21 February	7.23	6.82	6.60	5.36	8.42	7.01	6.78	6.08	6.95	6.95
15 May	7.17	6.82	6.53	5.63	7.99	6.34	7.72	8.10	6.94	6.98
21 August	7.03	6.86	6.22	5.39	7.78	5.91	8.48	5.58	6.75	6.94
20 November	7.66	7.53	6.66	5.50	8.06	7.52	7.95	6.55	7.31	7.09
<i>1993—</i>										
19 February	8.13	7.32	6.55	5.57	7.19	7.39	6.44	6.89	7.30	7.29
<i>Standard errors(a)</i>										
<i>1993—</i>										
February Level	0.30	0.27	0.21	0.22	0.40	0.32	0.47	1.00	0.14	(b)
<i>Change (quarterly)</i>										
<i>1992—</i>										
February	6.9	-3.1	5.4	-21.8	-4.2	3.7	-8.9	-9.4	-0.1	2.9
May	-0.8	0.1	-1.0	5.0	-5.0	-9.6	13.9	33.2	-0.1	0.5
August	-2.0	0.5	-4.8	-4.3	-2.7	-6.8	9.9	-31.2	-2.8	-0.7
November	9.1	9.8	7.0	2.0	3.7	27.2	-6.2	17.5	8.3	2.2
<i>1993—</i>										
February	6.1	-2.9	-1.6	1.3	-10.9	-1.7	-19.0	5.2	-0.2	2.9
<i>Change (annual)</i>										
<i>1993—</i>										
February	12.5	7.3	-0.8	3.9	-14.6	5.3	-5.0	13.3	5.0	5.0

See footnotes at end of table.

TABLE 2. JOB VACANCY RATES, STATES AND TERRITORIES
(per cent)

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1991— 15 November	0.39	0.32	0.53	* 0.42	0.43	0.40	* 0.73	1.38	0.42
1992— 21 February	0.53	0.41	0.57	* 0.31	0.25	0.41	* 0.63	0.94	0.46
15 May	0.33	0.36	0.56	0.30	0.61	0.41	0.65	1.03	0.42
21 August	0.49	0.41	0.47	* 0.41	* 0.62	* 0.49	* 1.02	1.03	0.49
20 November	0.53	0.35	0.53	* 0.42	0.63	0.37	* 1.18	1.17	0.49
1993— 19 February	0.51	0.46	0.50	* 0.31	* 0.82	0.29	* 0.85	0.81	0.51
<i>Standard errors(a)</i>									
1993— February Level	0.09	0.09	0.10	0.12	0.23	0.04	0.23	0.08	0.05
<i>Change (quarterly)</i>									
1992— February	37.1	27.4	7.1	-27.4	-42.7	0.9	-14.1	-32.4	10.2
May	-38.5	-12.1	-1.0	-3.3	144.7	1.0	2.5	10.6	-10.7
August	48.0	14.3	-15.2	39.2	2.1	18.5	57.7	-0.8	17.0
November	8.3	-14.1	11.3	1.8	1.2	-24.7	15.8	14.5	1.9
1993— February	-3.8	29.9	-5.7	-26.1	31.1	-21.9	-28.0	-31.0	2.7
<i>Change (annual)</i>									
1993— February	-5.2	12.1	-12.0	1.2	231.6	-29.6	34.9	-13.4	9.4

(a) See paragraphs 12 to 16 of the Explanatory Notes.

TABLE 3. JOB VACANCIES : INDUSTRY, AUSTRALIA
('000)

Industry	Reference date						Standard error(a)	
	1991		1992		1993			
	15 Nov.	21 Feb.	15 May	21 Aug.	20 Nov.	19 Feb.		
Manufacturing —	* 3.3	2.5	3.3	3.4	4.5	2.6	0.3	
Basic and fabricated metal products, other machinery and equipment, transport equipment	1.0	* 1.0	0.8	1.1	* 2.4	1.1	0.2	
Other manufacturing	* 2.3	1.5	2.5	2.3	2.1	1.5	0.3	
Non-Manufacturing —								
Electricity, gas and water	0.2	0.1	* 0.2	0.1	0.2	0.1	0.0	
Wholesale and retail trade	5.3	4.0	4.4	7.3	4.7	5.9	1.3	
Transport and storage; Communication	* 1.0	* 1.9	* 0.7	0.5	* 1.5	* 0.3	0.1	
Public administration and defence(b)	2.5	2.6	2.3	2.4	2.8	2.4	0.3	
Community services	6.4	8.2	7.6	9.2	5.7	7.9	1.4	
Other(c)	6.2	8.3	5.7	5.1	9.8	10.6	2.1	
Total all industries	24.9	27.6	24.3	28.0	29.2	29.8	2.8	

(a) Relates only to latest level estimate. See paragraphs 12 to 16 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Mining, Construction, Finance, property and business services and Recreation, personal and other services.

TABLE 4. OVERTIME : STATES AND TERRITORIES

Reference period - pay period ending on or before	Original series									Seasonally adjusted series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE										
— hours —										
1991— 15 November	1.12	1.13	1.07	0.96	1.57	1.04	1.13	0.99	1.14	1.06
1992— 21 February	1.17	1.02	1.08	0.85	1.41	1.15	1.11	0.76	1.10	1.12
15 May	1.12	1.05	0.99	0.87	1.46	1.00	1.32	1.09	1.09	1.11
21 August	1.13	1.05	0.97	0.88	1.30	0.90	* 1.50	0.73	1.07	1.10
20 November	1.27	1.20	1.11	0.98	1.43	1.02	1.40	0.88	1.20	1.13
1993— 19 February	1.28	1.13	0.98	0.95	1.24	1.06	1.05	0.83	1.14	1.16
Standard errors(a)										
1993— February Level	0.10	0.09	0.07	0.07	0.12	0.08	0.11	0.15	0.04	(b)
Change (quarterly)										
1992— February	5.1	-9.6	0.9	-11.8	-10.4	10.7	-1.6	-23.4	-3.0	5.0
May	-5.0	3.0	-8.7	2.5	3.8	-13.5	19.3	43.7	-1.3	-0.9
August	0.9	0.0	-1.5	1.8	-11.0	-9.4	13.6	-33.3	-2.0	-0.5
November	12.8	14.0	13.5	10.8	10.2	13.5	-6.9	20.5	12.9	2.2
1993— February	1.0	-5.4	-11.3	-3.3	-13.4	3.8	-25.1	-5.9	-4.8	3.0
Change (annual)										
1993— February	9.2	11.1	-9.5	11.8	-11.8	-7.6	-5.5	8.6	3.8	3.8
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME										
— hours —										
1991— 15 November	6.76	7.03	6.26	6.86	8.79	6.77	7.44	6.72	6.96	6.75
1992— 21 February	7.23	6.82	6.60	5.36	8.42	7.01	6.78	6.08	6.95	6.95
15 May	7.17	6.82	6.53	5.63	7.99	6.34	7.72	8.10	6.94	6.98
21 August	7.03	6.86	6.22	5.39	7.78	5.91	8.48	5.58	6.75	6.94
20 November	7.66	7.53	6.66	5.50	8.06	7.52	7.95	6.55	7.31	7.09
1993— 19 February	8.13	7.32	6.55	5.57	7.19	7.39	6.44	6.89	7.30	7.29
Standard errors(a)										
1993— February Level	0.30	0.27	0.21	0.22	0.40	0.32	0.47	1.00	0.14	(b)
Change (quarterly)										
1992— February	6.9	-3.1	5.4	-21.8	-4.2	3.7	-8.9	-9.4	-0.1	2.9
May	-0.8	0.1	-1.0	5.0	-5.0	-9.6	13.9	33.2	-0.1	0.5
August	-2.0	0.5	-4.8	-4.3	-2.7	-6.8	9.9	-31.2	-2.8	-0.7
November	9.1	9.8	7.0	2.0	3.7	27.2	-6.2	17.5	8.3	2.2
1993— February	6.1	-2.9	-1.6	1.3	-10.9	-1.7	-19.0	5.2	-0.2	2.9
Change (annual)										
1993— February	12.5	7.3	-0.8	3.9	-14.6	5.3	-5.0	13.3	5.0	5.0

See footnotes at end of table.

TABLE 4. OVERTIME : STATES AND TERRITORIES—continued

Reference period - pay period ending on or before	Original series									Seasonally adjusted series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
PERCENTAGE OF EMPLOYEES WORKING OVERTIME										
1991— 15 November	16.54	16.02	17.15	13.97	17.86	15.37	15.14	14.78	16.31	15.75
1992— 21 February	16.25	14.95	16.42	15.77	16.71	16.40	16.36	12.49	15.85	16.15
15 May	15.56	15.38	15.14	15.40	18.27	15.69	17.14	13.48	15.65	15.76
21 August	16.02	15.31	15.66	16.37	16.71	15.25	17.72	13.06	15.79	15.94
20 November	16.57	15.89	16.61	17.78	17.77	13.61	17.60	13.39	16.45	15.89
1993— 19 February	15.78	15.47	14.98	16.97	17.28	14.39	16.27	11.98	15.67	15.98
Standard errors(a)										
1993— February Level	0.95	1.01	0.88	1.13	1.45	0.94	1.79	1.19	0.48	(b)
Change (quarterly)										
1992— February	-1.8	-6.7	-4.2	12.8	-6.4	6.8	8.0	-15.5	-2.9	2.5
May	-4.2	2.9	-7.8	-2.3	9.3	-4.4	4.8	7.9	-1.2	-2.4
August	2.9	-0.5	3.4	6.3	-8.5	-2.8	3.4	-3.1	0.8	1.1
November	3.4	3.8	6.1	8.6	6.3	-10.7	-0.7	2.6	4.2	-0.3
1993— February	-4.7	-2.6	-9.8	-4.6	-2.8	5.7	-7.5	-10.6	-4.7	0.6
Change (annual)										
1993— February	-2.9	3.5	-8.8	7.6	3.4	-12.3	-0.6	-4.1	-1.1	-1.1

(a) See paragraphs 12 to 16 of the Explanatory Notes. (b) See paragraph 13 of the Explanatory Notes.

TABLE 5. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE : MANUFACTURING

Reference period - pay period ending on or before	Original series									Seasonally adjusted series
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
— hours —										
1991— 15 November	2.91	2.48	2.30	2.36	2.83	1.81	1.59	3.31	2.59	2.39
1992— 21 February	2.94	2.20	2.41	1.99	2.35	1.85	2.37	1.53	2.45	2.50
15 May	3.13	2.42	2.24	2.02	2.25	1.76	3.03	1.61	2.56	2.58
21 August	2.73	2.17	2.53	2.32	1.77	1.72	2.27	1.68	2.38	2.52
20 November	3.26	2.87	2.68	2.80	2.86	1.69	1.70	1.75	2.92	2.69
1993— 19 February	3.27	2.85	2.25	2.49	2.48	2.13	2.20	1.78	2.82	2.88
Standard errors(a)										
1993— February Level	0.39	0.30	0.18	0.15	0.20	0.25	0.18	0.42	0.17	(b)
Change (quarterly)										
1992— February	1.1	-11.1	4.7	-15.8	-16.9	2.0	49.6	-53.7	-5.4	4.5
May	6.7	9.8	-6.9	1.5	-4.0	-4.9	27.6	4.9	4.6	3.3
August	-12.8	-10.4	12.9	14.8	-21.6	-2.2	-25.0	4.5	-7.1	-2.3
November	19.1	32.1	5.7	20.8	61.7	-1.8	-25.2	4.4	22.4	6.7
1993— February	0.3	-0.4	-16.1	-11.1	-13.1	26.3	29.5	1.5	-3.3	6.9
Change (annual)										
1993— February	11.2	29.5	-6.8	25.3	5.7	15.3	-7.3	16.1	15.0	15.1

(a) See paragraphs 12 to 16 of the Explanatory Notes. (b) See paragraph 13 of the Explanatory Notes.

TABLE 6. OVERTIME : INDUSTRY, AUSTRALIA

Industry	Reference period - pay period ending on or before						Standard error(a)	
	1991		1992		1993			
	15 Nov.	21 Feb.	15 May	21 Aug.	20 Nov.	19 Feb.		
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE								
Mining	5.44	4.21	4.96	4.95	5.20	5.01	0.44	
Manufacturing	2.59	2.45	2.56	2.38	2.92	2.82	0.17	
Food, beverages and tobacco	2.64	2.64	2.54	2.65	3.16	3.12	0.36	
Textiles; Clothing and footwear	1.91	1.32	1.42	1.35	1.51	* 2.57	0.76	
Paper, paper products, printing and publishing	1.85	1.30	1.29	1.36	1.78	1.58	0.22	
Chemical, petroleum and coal products	2.52	2.35	2.42	2.15	2.94	2.66	0.23	
Basic metal products	3.80	4.31	4.61	4.33	4.42	4.25	0.39	
Fabricated metal products; Other machinery and equipment	2.35	2.35	2.33	2.16	2.52	2.30	0.20	
Transport equipment	1.94	2.02	2.41	2.48	3.32	2.63	0.31	
Other manufacturing	3.46	3.12	3.59	2.94	4.11	3.80	0.64	
Electricity, gas and water	1.62	1.90	1.84	1.71	1.89	1.90	0.03	
Construction	2.08	2.23	* 1.90	1.80	1.99	1.95	0.24	
Wholesale trade	1.40	1.25	1.01	1.23	1.35	1.45	0.31	
Retail trade	0.64	0.54	0.56	0.59	0.64	0.58	0.07	
Transport and storage; Communication	1.89	2.08	2.20	2.21	2.31	2.07	0.16	
Public administration and defence(b)	0.80	0.72	0.91	0.64	0.76	0.74	0.07	
Community services	0.37	0.40	0.41	0.34	0.39	0.35	0.02	
Other(c)	0.37	0.40	0.35	0.48	0.41	0.35	0.04	
All industries	1.14	1.10	1.09	1.07	1.20	1.14	0.04	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME								
Mining	10.89	10.31	9.97	10.43	10.82	10.35	0.58	
Manufacturing	7.93	7.78	7.97	7.88	8.50	8.68	0.30	
Food, beverages and tobacco	7.48	7.49	7.05	7.20	7.31	9.04	0.98	
Textiles; Clothing and footwear	7.77	7.85	7.12	7.85	7.93	9.52	1.06	
Paper, paper products, printing and publishing	7.33	6.52	5.66	6.23	7.80	6.77	0.47	
Chemical, petroleum and coal products	8.16	7.86	9.25	8.56	9.10	9.05	0.50	
Basic metal products	8.91	9.25	10.46	9.91	9.59	9.66	0.44	
Fabricated metal products; Other machinery and equipment	7.31	7.83	8.00	7.80	8.09	7.50	0.38	
Transport equipment	7.50	6.87	7.48	7.76	8.58	7.42	0.27	
Other manufacturing	9.01	7.97	8.52	8.13	9.78	10.08	0.85	
Electricity, gas and water	7.20	8.07	7.98	6.88	7.80	7.85	0.15	
Construction	9.76	9.24	8.62	7.96	9.80	9.00	0.53	
Wholesale trade	6.79	6.71	5.82	6.30	7.97	7.34	0.68	
Retail trade	4.67	4.36	4.45	4.58	4.79	4.70	0.23	
Transport and storage; Communication	7.05	7.98	8.23	8.55	8.33	7.97	0.21	
Public administration and defence(b)	5.60	4.99	6.26	5.29	5.96	6.12	0.44	
Community services	6.05	5.74	6.13	4.58	5.21	5.47	0.21	
Other(c)	4.83	5.39	4.74	5.45	4.91	4.86	0.22	
All industries	6.96	6.95	6.94	6.75	7.31	7.30	0.14	
PERCENTAGE OF EMPLOYEES WORKING OVERTIME								
Mining	49.92	40.84	49.78	47.48	48.06	48.38	2.37	
Manufacturing	32.69	31.52	32.16	30.24	34.32	32.49	1.27	
Food, beverages and tobacco	35.25	35.18	36.05	36.72	43.24	34.51	1.93	
Textiles; Clothing and footwear	24.66	16.84	19.98	17.19	19.08	26.95	5.54	
Paper, paper products, printing and publishing	25.25	19.92	22.84	21.81	22.86	23.28	2.01	
Chemical, petroleum and coal products	30.91	29.89	26.16	25.13	32.31	29.39	1.43	
Basic metal products	42.65	46.65	44.10	43.72	46.09	43.97	2.23	
Fabricated metal products; Other machinery and equipment	32.16	29.98	29.07	27.74	31.21	30.66	3.05	
Transport equipment	25.84	29.47	32.25	32.01	38.65	35.51	3.53	
Other manufacturing	38.39	39.20	42.08	36.17	41.98	37.74	4.01	
Electricity, gas and water	22.45	23.60	23.07	24.88	24.25	24.25	0.43	
Construction	21.32	24.17	22.08	22.62	20.28	21.64	2.69	
Wholesale trade	20.57	18.59	17.38	19.54	16.98	19.70	3.63	
Retail trade	13.75	12.32	12.69	12.81	13.44	12.24	1.25	
Transport and storage; Communication	26.77	26.07	26.79	25.81	27.73	25.94	1.67	
Public administration and defence(b)	14.26	14.43	14.49	12.06	12.79	12.02	1.04	
Community services	6.07	6.96	6.68	7.48	7.42	6.36	0.30	
Other(c)	7.71	7.41	7.34	8.78	8.33	7.14	0.62	
All industries	16.31	15.85	15.65	15.79	16.45	15.67	0.48	

(a) Relates only to latest level estimate. See paragraphs 12 to 16 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Comprises Finance, property and business services and Recreation, personal and other services.

EXPLANATORY NOTES

Introduction

This survey contains estimates of job vacancies and overtime for February 1993 based on information obtained from a sample survey of employers.

Coverage adjustment

2. This survey uses as its sampling frame the ABS's register of businesses which is regularly updated to take account of new businesses and businesses ceasing operation. A major source of information on new businesses is group employer (GE) registrations with the Australian Tax Office. The ABS has developed an improved computerised system which reduces the delay in new businesses from this source being recorded on the register, and has completed an analysis to identify businesses which have been omitted from the register in the past. From the May 1991 survey these updates have been implemented. No revisions to previously published data have been made.

3. An analysis by the ABS has identified those businesses which were included on the register but had actually ceased operations. These businesses were removed from the population frame in the August 1992 quarter for this survey.

Scope of the survey

4. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- members of the Australian permanent defence forces;
- employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll.

5. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses;
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

6. All vacancies (as defined in paragraph 4 of the Glossary) for wage and salary earners are represented in the survey, except those:

- in the Australian permanent defence forces;
- in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- in private households employing staff;
- in overseas embassies, consulates, etc.;
- located outside Australia.

Survey design

7. A sample of approximately 4,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Historical series

8. The series were introduced in November 1983. They replaced the job vacancies and overtime series based on information from a sample of employers registered to pay payroll tax and from government organisations. Estimates contained in this publication are not strictly comparable with those obtained prior to November 1983.

Seasonal Adjustment

9. Seasonally adjusted series are published for national estimates in Tables 1, 4 and 5. Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences can be more clearly recognized. Seasonal adjustment does not remove the irregular or non-seasonal influences which may be present in any particular period. Volatile or unsystematic influences may still affect the interpretation of movement in the series, even after adjustment for seasonal variation.

10. Seasonally adjusted data for periods back to November 1983 are available on request for those adjusted series contained in this publication. Seasonally adjusted estimates for the Manufacturing industry and some Mining industry series are also available on request back to November 1983. The seasonal factors used in compiling these series are revised annually to take account of each year's original data. The most recent review took place in the November quarter 1992.

11. Details about the method of seasonal adjustment of these series are available from the Assistant Director, Time Series Analysis, telephone (06) 252 6345.

Reliability of estimates

12. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called sampling error, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as

non-sampling error and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

13. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the standard error which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors. Seasonally adjusted estimates have a standard error similar to those applying to original series.

14. An example of the use of a standard error is as follows. If the estimated number of job vacancies was 25,000 with a standard error of 2,500, then there would be about two chances in three that a full enumeration would have given a figure in the range 22,500 to 27,500 and about nineteen chances in twenty that it would be in the range 20,000 to 30,000.

15. Movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.

16. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Level estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

Industry classification

17. Industry is classified according to the Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 - The Classification (1201.0).

Related publications

18. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0) — issued quarterly, discontinued August 1989

Overtime, Australia (6330.0) — issued quarterly, discontinued August 1989

The Labour Force, Australia (6203.0) — issued monthly

Average Weekly Earnings, States and Australia (6302.0) — issued quarterly

Average Weekly Earnings, Australia 1941 - 1990 (6350.0) — issued February 1992

Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly.

19. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

20. Unpublished job vacancies and overtime estimates can be made available on request for various combinations of the following variables: State/Territory, sector (public or private) and industry (broad grouping as per Table 6). It should be noted, however, that estimated lower levels of disaggregation than that published in this bulletin may be subject to sampling variability considered too high for most practical purposes. Inquiries regarding data availability and associated charges should be made to the officer whose name appears in the Inquiries box at the front of this publication.

Symbols and other usages

— nil or rounded to zero

* subject to sampling variability too high for most practical purposes (see paragraph 16 above)

21. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

Forthcoming issue

22. The May 1993 issue of *Job Vacancies and Overtime, Australia*, (6354.0) is expected to be released on 1 July 1993.

APPENDIX A: GLOSSARY

Average hours of overtime per employee is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

2. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 3 and 4 of the Explanatory Notes) who received pay for any part of the reference period.

4. A *job vacancy* is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Territories.

Excluded are vacancies:

- of less than one day's duration;
- to be filled by persons already hired, or by promotion or transfer of existing employees;
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- not available for immediate filling on the survey reference date;

- not available within the particular State or Territory to which the return relates;
- for work to be carried out under contract;
- for which no effort is being made to fill the position.

5. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

6. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

7. *Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

8. *Reference date* for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 19 February 1993.

9. *Reference period* for the survey refers to the last pay period ending on or before the reference date.

10. *Sector*. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.



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